

To: The Cicero Town Board: Councilors Jonathon Karp, Michael Becallo, Michael Mirizio, Ashley Hogan; and Cicero Town Supervisor Michael Aregano

From: Robert D. George

Dated: September 24, 2024

This letter is to request that the Cicero Town Board investigate:


1. **MICHAEL AREGANO** (the Cicero Town Supervisor) for alleged:
 - (1) Sexual harassment of a subordinate female town employee.
 - (2) Harassment of a subordinate female town employee.
 - (3) Other misconduct towards a subordinate female town employee.
2. **AMY O'MARA** (the Town of Cicero Human Resources Person) for allegedly:
 - (1) Failing to follow town procedure regarding an employee filing a complaint for improper conduct by Cicero Town Supervisor Michael Aregano.
 - (2) Failing to protect an employee from the improper conduct by Cicero Town Supervisor Micheal Aregano.

My name is Robert D. George, and I am a resident of the Town of Cicero, residing at 6585

Lakeshore Road, Cicero, NY 13039. My telephone number is 315-699-6991.

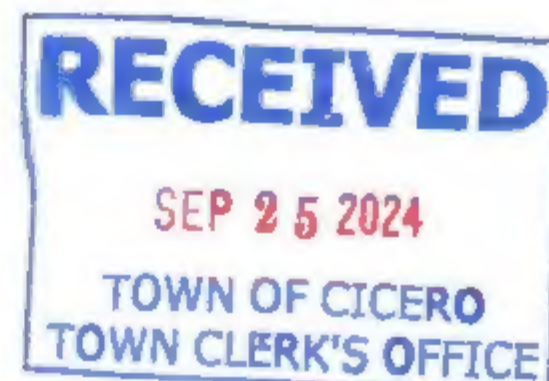
I am including herein a 5-Page Affidavit from Natalie J. VanEpps.

Respectfully submitted,

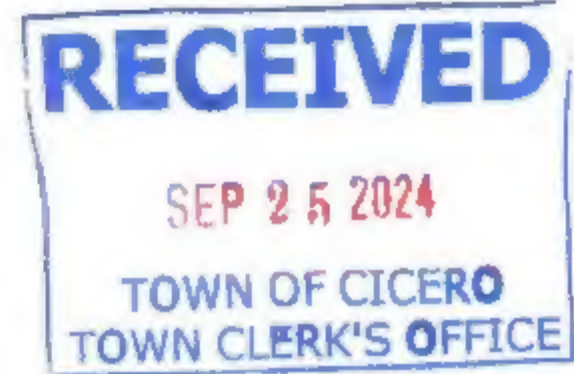


Robert D. George
6585 Lakeshore Road
Cicero, NY 13039

Phone: 315-699-6991



AFFIDAVIT
OF
NATALIE J. VANEPPS



STATE OF NEW YORK) SS:
COUNTY OF ONONDAGA)

I, **NATALIE J. VANEPPS**, being duly sworn, deposes and says that:

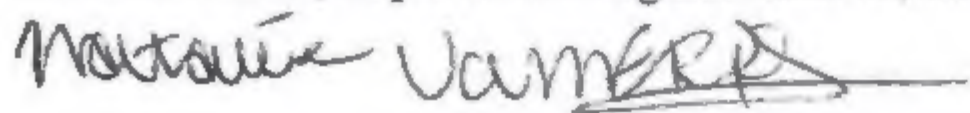
1. I am fully familiar with the facts and circumstances set forth herein. I state under penalties of perjury, that the allegations contained herein are true to the best of my knowledge, except for those matters alleged on information and belief, which I believe to be true.
2. I was employed by the Town of Cicero from approximately January 2022 to December 2022, working solely for Cicero Town Supervisor Michael Aregano (hereinafter referred to as "Supervisor Aregano"). My title was Supervisor's Secretary, and my general duties were answering Supervisor Aregano's phone and taking messages, creating town board meeting agendas, managing social media, organizing certain events, drafting letters for Supervisor Aregano, and other tasks that Supervisor Aregano would assign to me.
3. While I was employed by the Town of Cicero, I was subjected to repeated acts of sexual harassment, harassment, and mistreatment from Supervisor Aregano.
4. Because of the repeated acts of sexual harassment, harassment, and mistreatment that I suffered from Supervisor Aregano, I terminated my employment with the Town of Cicero government in December 2022.
5. Supervisor Aregano's acts of sexual harassment, harassment, and mistreatment towards me includes, but was not limited to, the following: *Natalie Vanepps*

(1) In the Supervisor's office, at the Town Hall, in my presence, Supervisor Aregano referred to another women as a "cunt." I found Supervisor Aregano's language very, very, offensive, and I was extremely offended by it. I should not have been forced to hear the word "cunt," from my boss, in the professional setting of a town government office.

(2) One day, I was not feeling well while working at the Town Hall, and Supervisor Aregano asked me what was wrong. I told him I was ok, but Supervisor Aregano kept asking me and asking me, persistently asking me questions, until I told him why I was not feeling well, which was that I had my "period." I did not initially disclose this to Supervisor Aregano because it was a private medical issue, that I did not want him to know about, that he had no right to know about. But he would not stop verbally harassing me about this, so I finally told him that I had my "period," to get him to stop. Having to tell my boss that I was on my period was humiliating to me, but I felt it was the only way to get him to stop harassing me.

(3) One day, I had a doctor's appointment scheduled, which Supervisor Aregano was aware of. Supervisor Aregano asked me what I was going to see the doctor for, and because it was my personal medical issue, and I did not want him to know, I did not tell him why. But Supervisor Aregano kept harassing me, asking me what my doctor's appointment was for, and he would not stop. Feeling intimidated, and worn down by his repeated questions, I finally broke down, and told Supervisor Aregano the reason that I was going to see the doctor. I felt extremely violated by this. I should not have been forced by Supervisor Aregano to disclose my personal medical information to him.

(4) There are two different bathrooms in the Town Hall, one near the Court Clerk's office, and one on the other side, near the Assessor's Office. One day, I went to go to the bathroom on the Court Clerk's side, and stopped briefly to speak with the Court Clerk. While I was speaking to the Court Clerk, Supervisor Aregano came in, and stated to me that he went into the bathroom



looking for me. Supervisor Aregano actually opened the bathroom door, thinking that I was in there, to verify whether I was in the bathroom. I do not know why Supervisor Aregano thought that he had the right to actually peek into the bathroom to look for me, but this made me feel very uncomfortable.

(5) Supervisor Aregano had a weird thing about my going to the bathroom. I could not leave my desk to go to the bathroom without Supervisor Aregano harassing me about this. This harassment by Supervisor Aregano about me going to the bathroom got so bad, that he would physically walk around the Town Hall looking for me. Eventually, I was not permitted by Supervisor Aregano to go to the bathroom unless I had prior permission from him to do so.

(6) At some point, Supervisor Aregano functionally made me a prisoner to my office desk. Supervisor Aregano would not let me leave my office desk, except for lunch, and to go to the bathroom, and even then, I could only go to the bathroom after I obtained his permission first. And after using the bathroom, I had to immediately return to my desk.

(7) As I previously stated, there are two bathrooms in the Town Hall. Supervisor Aregano prohibited me from using the bathroom by the Court Clerk's Office. Instead, Supervisor Aregano required that I only use the bathroom across from the Assessor's Office.

(8) Supervisor Aregano constantly verbally abused me, belittled me, insulted me, and was very condescending to me.

(9) Supervisor Aregano would constantly yell at me. At least 2 times per week, Supervisor Aregano would scream at me so loud, that everybody in the Town Hall could hear it. Almost daily, Supervisor Aregano would yell at me, which could easily be overheard by many people.

(10) Supervisor Aregano publicly verbally abusing me this way in front of my fellow co-workers, on almost a daily basis, was humiliating to me. I had to face these people every

Mattie Vannoy

day, and I felt ashamed and embarrassed. And Supervisor Aregano did not just yell at me once a day, but often, throughout the day, he would yell at me.

(11) When Supervisor Aregano was in the office, I was always walking on eggshells, in fear each day, all day long, waiting for when Supervisor Aregano would explode. I felt like a target all day long.

(12) I dreaded coming into work. And while at work, I experienced extreme anxiety all day long because of Supervisor Aregano's constant harassing and blaming behavior towards me.

(13) Supervisor Aregano was so cruel and abusive to me, numerous times, I would cry while in other town employees' offices. Many people witnessed and/or heard Supervisor Aregano's abusive treatment of me.

(14) After the workday was over, I would often cry in the parking lot.

(15) Supervisor Aregano's abusive treatment of me caused me to suffer extreme emotional, psychological, and even physical distress. While working for Supervisor Aregano, I lost about 15 pounds. I am 5 ft. 5 inches tall, and when I started working for Supervisor Aregano, I weighed about 130 pounds. When I stopped working at the Town Hall, I was down to about 115 pounds.

(16) In an effort to stop Supervisor Aregano's abusive treatment towards me, I filed a complaint with Amy O'Mara, who was the Human Resource person at the Town Hall. I had a meeting with Amy O'Mara and Supervisor Aregano, and during this meeting, I had the feeling that Ms. O'Mara was not going to do anything to stop Supervisor Aregano's abusive treatment towards me. And Ms. O'Mara did not stop Supervisor Aregano's abusive treatment towards me.

(17) I felt powerless to stop Supervisor Aregano from mistreating me, and within about 1 month or so, after this meeting with Ms. O'Mara, to get away from Supervisor Aregano, I

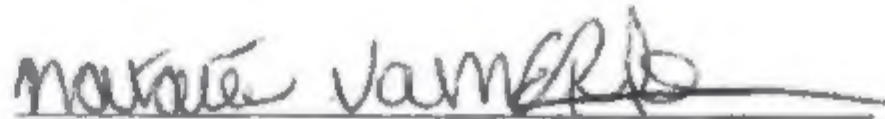
Natale Van der

resigned from working with Cicero Town government. I did not want to leave working for the Cicero Town Government, but I felt that I had no choice but to leave.

(18) Words are inadequate to describe the daily humiliation, anxiety, fear, and degradation I felt each day by Supervisor Aregano's treatment of me, while working at the Cicero Town Hall. From 8 AM to 4 PM, Monday through Friday, I was in constant fear of Supervisor Aregano. I can offer many other examples of Supervisor Aregano's harassment and misconduct towards me. I felt then, and still feel to this day, emotionally abused and violated by Supervisor Aregano's behavior towards me.

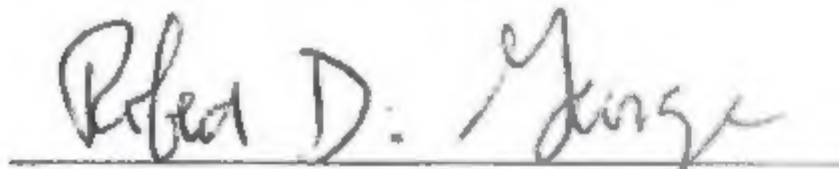
6. I know that my within Affidavit will be used to file a complaint against Supervisor Aregano with the Cicero Town Board, and I consent to same. I know that my name and my allegations against Supervisor Aregano may become public, and I am now ready to face that. I am not afraid anymore.

Dated: September 24, 2024


Natalie J. VanEpps

Sworn to before me this

24th day of September, 2024.


Notary Public

